

# Department of Cultural Affairs Facts – FY '11

http://www.culturalaffairs.org/



## General Information

**Address:** New Historical Building  
600 East Locust  
Des Moines, IA 50319-0290

## Workforce Data (unless otherwise noted, information provided is at the end of FY '11)

# FT EEs: 63	# PT EEs: 4	# Temporary EEs: 18	Average Length of Service: 14.24
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Span of Control: 8.86	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: 7
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	15	<25	0	45-54	0	# of Females:	38	# of Males:	25
25-34	6	55-64	23	25-34	2	55-64	3	% of WF:	60.32%	% of WF:	39.68%
35-44	10	65+	9	35-44	1	65+	1	Average Age:	51.41	Average Age:	54.02
Employee Average Age: 52.45				Supervisor Average Age: 48.36				Average Length of Service: 12.92		Average Length of Service: 16.25	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	2	# of African-American:	1	# of Non-minorities:	55
% of Workforce:	3.17%	# of Asian:	0	% of Workforce:	87.30%
Average Age:	54.10	# of American Indian:	0	Average Age:	52.20
Average Length of Service:	4.71	# of Hispanic or Latino:	1	Average Length of Service:	14.84

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	1	# of Persons With Non-Disabilities:	58
% of Workforce:	1.59%	% of Workforce:	92.06%
Average Age:	60.39	Average Age:	52.37
Average Length of Service:	17.51	Average Length of Service:	14.16

Officials/Administrators EEO Category 1: 4	Professionals EEO Category 2: 48	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 2	Service/Maintenance EEO Category 8: 2

Separation Rate: 4.92%	Hire Rate: 13.11%	Number Hires: 5	Transfer In: 3
Retirements: 0	All Terminations: 2	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 27	Most Populous Classes: Historical Program Spec (22), 4 classes with 3 incumbents each		
Separations - By Class:	Director of Cultural Affairs (1), Museum Guide (1), Public Service Executive 3 (1)		
# Eligible for Retirement:	27 in the next 5 years	% Eligible: 42.86%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '11)

Vacation Payouts: \$35,573.52	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$3,816,198.36	Avg. Base Salary: \$57,781	Overtime Days Worked: 3.4
Overtime Cost: \$769.02	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$300,284.40	Vacation Days Earned: 1,353.3	Vacation Used Expense: \$303,609.35	Vacation Days Taken: 1,352.2
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 1,039.7	Reg. Sick Leave Used Expense: \$84,278.61	Reg. Sick Leave Days Used: 394.9	Converted Sick Leave To Vacation Days Used: 259.0
	Sick Leave -Earned Value: \$216,806.79		Avg. Sick Leave Days Per EE: 6.27	Converted Sick Leave To Vacation Used Expense: \$56,453.04
Injury Leave Used Expense: \$969.83	Injury Leave Days Used: 7.8	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 3 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-70,127.20	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$2,594.65	Funeral Days Used: 12.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$473.11	Jury Leave Days Used: 3.2	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '11. Vacancies and laterals were not calculated into the "cost."